



**MOMENTIVE**  
performance materials

Momentive Performance Materials  
Silicones

Gene Vetter  
Human Resources

December 29, 2008

[REDACTED]  
[REDACTED]  
[REDACTED] New York 12118

Dear [REDACTED]

As a result of the implementation of the new organizational structure and wage rates, all employees are being reassigned to new job classifications with newly associated wage rates. Employees will be assigned according to the following criteria:

1. Warehouse employees were placed in new positions according to the Local Agreement to secure where they were able to secure the highest job classification that their seniority and qualifications would afford them.
2. Employees in each operating area were reassigned to a new job classification by their current classification, seniority, and qualifications.

Using this process you have been assigned as follows:

Your current job classification:  
Your current level and wage rate:

[REDACTED]  
[REDACTED]

Effective week of January 5, 2009

Your new job classification:  
Your new level:  
Your new wage rate:  
Your new work area:  
Your shift:

[REDACTED]  
[REDACTED]  
[REDACTED]  
B85 - Mixing  
same as current

Once all employees are reassigned, any remaining openings will be posted and employees will have the opportunity to post to a different position if they choose.

Sincerely,

Gene Vetter  
Human Resources Manager

203003598

Last Name	First Name	New Job level	New Pay	Pay	Age	Rate	Position Title	COB Date	Yrs Service	ion Sen D	the break	Birth Date	Manager Name	Leader Name
		2 Operator \$17.00 days MCS/FS/TCS	\$17.00	\$27.32		R 19	Advanced Operator B42A Vertical	10/23/06	1.98	10/23/06	6769			
		2 Operator \$17.00 days B85 - PKG	\$17.00	\$25.98		R 17	Warehouse Service Operator B80	09/17/07	1.08	09/17/07	5899			
		5 Lead Operator \$22.00 same as current MeCl - Siloxane	\$22.00	\$27.32		R 19	Advanced Operator B42A Vertical	08/14/06	2.18	08/14/06	0265			
		2 Operator \$17.00 D B30	\$17.00	\$25.98		R 17	Plant Operator Beginner	09/17/07	1.08	09/17/07	6378			
		2 Operator \$17.00 C-shift Fluids	\$17.00	\$27.32		R 19	Advanced Operator B42A Vertical	07/08/04	4.28	07/08/04	4656			
		2 Operator \$17.00 same as current Fluids	\$17.00	\$27.98		R 18	Plant Operator Intermediate	09/17/07	1.08	09/17/07	7944			
		3 Core Operator \$19.50 same as current Specialties - B71	\$19.50	\$27.32		R 19	Advanced Operator B71	10/11/04	4.02	10/11/04	6781			
		3 Core Operator \$19.50 D B30 - WP	\$19.50	\$26.98		R 18	Plant Operator Beginner	09/17/07	1.08	09/17/07	5829			
		3 Core Operator \$19.50 same as current Fluids - Coatings	\$18.50	\$27.32		R 19	Advanced Operator B37/41	10/23/06	1.98	10/23/06	0339			
		2 Operator \$17.00 C B30	\$17.00	\$27.32		R 18	Advanced Operator B30 Polyhouse	08/14/06	2.18	08/14/06	4420			
		2 Operator \$17.00 days MeCl - MeCl	\$17.00	\$27.32		R 19	Warehouse Service Operator B80	04/09/07	1.52	04/09/07	1029			
		3 Core Operator \$19.50 B B30 - Mixing	\$18.50	\$27.32		R 18	Plant Operator Intermediate	04/09/07	1.52	04/09/07	6881			
		5 Lead Operator \$22.00 same as current MCS/FS/TCS	\$22.00	\$27.32		R 19	Advanced Operator MCS-FS-TCS	09/27/04	4.05	09/27/04	8214			
		3 Core Operator \$18.50 A Specialties - B76	\$18.50	\$27.32		R 19	Advanced Operator B76	10/11/04	4.02	10/11/04	9665			
		2 Operator \$17.00 days B85 - PKG	\$17.00	\$27.32		R 19	Advanced Operator B42A Vertical	02/24/03	5.65	02/24/03	3398			
		3 Core Operator \$19.50 same as current Fluids - Coatings	\$19.50	\$27.32		R 19	Advanced Operator B37/41	04/09/07	1.52	04/09/07	0260			
		3 Core Operator \$19.50 same as current B85 - Mixing	\$19.50	\$27.32		R 19	Advanced Operator B85 WP/TF	09/10/01	7.10	10/07/02	8830			
		3 Core Operator \$19.50 same as current Specialties - B76	\$18.50	\$27.32		R 19	Advanced Operator B76	08/23/99	9.16	08/23/99	2858			
		2 Operator \$17.00 O-shift Fluids	\$17.00	\$27.32		R 19	Advanced Operator B42A Vertical	07/06/04	4.28	07/06/04	3469			
		SPB Service Position \$18.00 same as current Warehouse - MMO	\$18.00	\$27.32		R 19	Silicone Operator B42A Vertical	10/23/06	1.98	10/23/06	8664			
		5 Lead Operator \$22.00 days MCS/FS/TCS	\$22.00	\$27.32		R 19	Warehouse Service Operator B80	10/31/05	2.98	10/31/05	9729			
		5 Lead Operator \$22.00 same as current MCS/FS/TCS	\$22.00	\$26.98		R 18	Silicone Operator MCS-FS-TCS	08/17/07	1.08	09/17/07	9233			
		2 Operator \$17.00 days MeCl - MeCl	\$17.00	\$27.32		R 19	Warehouse Service Operator B80	04/09/07	1.52	04/09/07	1889			
		2 Operator \$17.00 same as current Specialties - Specialties	\$17.00	\$25.98		R 17	Warehouse Service Operator B80	09/17/07	1.08	09/17/07	1912			
		3 Core Operator \$19.50 same as current Fluids - Coatings	\$19.50	\$27.32		R 19	Advanced Operator B37/41	10/30/00	7.97	10/30/00	1218			
		3 Core Operator \$18.50 same as current Specialties - B71	\$19.50	\$27.32		R 19	Advanced Operator B71	08/23/99	9.16	08/23/99	3427			
		3A Core Operator \$20.50 A B30 - Mixing	\$20.50	\$27.32		R 19	Advanced Plant Operator	10/11/04	4.02	10/11/04	0925			
		7 Senior Operator \$29.11 same as current WWTP	\$29.11	\$29.11		R 21	Advanced Control Operator WWTP	09/10/01	7.10	10/07/02	1445			
		3 Core Operator \$18.50 same as current Specialties - B71	\$19.50	\$27.32		R 19	Silicone Operator	10/11/04	4.02	10/11/04	8123			
		5 Lead Operator \$22.00 same as current MCS/FS/TCS	\$22.00	\$27.32		R 19	Plant Operator	09/17/07	1.08	09/17/07	7236			
		3 Core Operator \$18.50 D B30 - PH	\$19.50	\$27.32		R 19	Advanced Operator B30 Polyhouse	09/24/01	7.07	10/07/02	9197			
		5 Lead Operator \$22.00 A-shift Fluids - DMF	\$22.00	\$27.32		R 19	Warehouse Service Operator B80	06/04/94	14.38	06/04/94	7260			
		3 Core Operator \$18.50 same as current Specialties - B71	\$19.50	\$25.98		R 16	Advanced Operator B71	09/17/07	1.08	09/17/07	3968			
		3 Core Operator \$19.50 same as current Fluids - Emul	\$19.50	\$27.32		R 19	Advanced Operator B37/41	05/03/99	9.46	05/03/99	6328			
		5 Lead Operator \$22.00 same as current MCS/FS/TCS	\$22.00	\$27.32		R 19	Advanced Operator MCS-FS-TCS	07/30/95	13.22	05/18/98	2803			
		2 Operator \$17.00 same as current Fluids	\$17.00	\$27.32		R 19	Advanced Operator B37/41	04/09/07	1.52	04/09/07	4190			
		7 Senior Operator \$29.11 same as current MCS/FS/TCS	\$29.11	\$29.11		R 21	Advanced Control Operator MCS	08/14/06	2.18	08/14/06	2643			
		3 Core Operator \$19.50 same as current Fluids - Coatings	\$18.50	\$27.32		R 19	Advanced Operator B37/41	07/16/94	14.26	07/16/94	6984			
		5 Lead Operator \$22.00 same as current MeCl - MeCl	\$22.00	\$27.32		R 18	Advanced Operator B35/27	10/07/02	6.03	10/07/02	2322			
		2 Operator \$17.00 B-shift Fluids	\$17.00	\$27.32		R 19	Advanced Operator B42A Vertical	07/06/04	4.28	07/06/04	7673			
		5 Lead Operator \$22.00 same as current MCS/FS/TCS	\$22.00	\$27.32		R 19	Advanced Operator MCS-FS-TCS	10/17/94	14.01	10/17/94	4794			
		3 Core Operator \$18.50 same as current Resins - T&B	\$19.50	\$27.32		R 19	Advanced Operator B24	11/13/00	7.93	02/24/03	7079			
		7 Senior Operator \$29.11 same as current MCS/FS/TCS	\$29.11	\$29.11		R 21	Advanced Control Operator MCS	10/17/94	14.01	10/17/94	3862			
		2 Operator \$17.00 same as current Specialties - Specialties	\$17.00	\$27.32		R 19	Advanced Operator B77/78	08/01/93	15.22	06/09/97	4846			
		3 Core Operator \$19.50 same as current Resins - T&B	\$18.50	\$27.32		R 19	Advanced Operator B24	07/31/00	8.22	07/31/00	2493			
		2 Operator \$17.00 B HCE	\$17.00	\$27.32		R 18	Advanced Operator B42A Vertical	11/09/98	8.94	11/09/98	0321			
		2 Operator \$17.00 same as current Specialties - Specialties	\$17.00	\$27.32		R 19	Silicone Operator	03/12/01	7.80	08/14/06	7972			
		5 Lead Operator \$22.00 same as current MeCl - Siloxane	\$22.00	\$27.32		R 18	Advanced Operator B35/27	10/11/04	4.02	10/11/04	0064			
		2 Operator \$17.00 C B30	\$17.00	\$27.32		R 19	Advanced Plant Operator	10/16/00	8.01	10/23/06	8858			
		2 Operator \$17.00 B HCE	\$17.00	\$27.32		R 19	Advanced Operator B42A Vertical	10/30/00	7.97	10/30/00	9744			
		7 Senior Operator \$29.11 same as current MCS/FS/TCS	\$29.11	\$29.11		R 21	Advanced Control Operator MCS	11/05/90	17.96	11/05/90	2032			
		2 Operator \$17.00 same as current Resins - 24	\$17.00	\$27.32		R 19	Advanced Operator B24	10/11/04	4.02	10/11/04	9429			
		3A Core Operator \$20.50 B B30 - Mixing	\$20.50	\$27.32		R 19	Advanced Operator B30 Mixing	10/30/00	7.97	10/30/00	7899			
		2 Operator \$17.00 days MCS/FS/TCS	\$17.00	\$26.88		R 18	Silicone Operator Material Service HCE	11/05/90	17.96	11/05/90	0527			
		SPB Service Position \$18.00 same as current Warehouse - MMO	\$18.00	\$27.32		R 19	Material Movement Operator	08/14/06	2.18	08/14/06	9687			
		5 Lead Operator \$22.00 same as current MCS/FS/TCS	\$22.00	\$25.98		R 17	Silicone Operator Beginner MCS-FS-TCS	09/17/07	1.08	09/17/07	5756			
		5 Lead Operator \$22.00 same as current MCS/FS/TCS	\$22.00	\$27.32		R 19	Advanced Operator MCS-FS-TCS	05/03/99	9.46	05/03/99	9193			
		3 Core Operator \$19.50 same as current B85 - Mixing	\$19.50	\$27.32		R 19	Advanced Operator B85 WP/TF	10/17/94	14.01	10/17/94	2747			
		2 Operator \$17.00 same as current Specialties - Specialties	\$17.00	\$27.32		R 19	Advanced Operator B77/78	09/17/07	1.08	09/17/07	8594			
		3A Core Operator \$20.50 A B30 - PH	\$20.50	\$27.32		R 19	Advanced Operator B30 Polyhouse	10/07/02	6.03	10/07/02	1293			
		5 Lead Operator \$22.00 same as current MCS/FS/TCS	\$22.00	\$27.32		R 19	Advanced Operator B37/41	07/16/94	14.26	07/16/94	1789			
		SPB Service Position \$18.00 same as current Warehouse - MMO	\$18.00	\$27.32		R 18	Material Movement Operator	10/23/06	1.98	10/23/06	8664			
		2 Operator \$17.00 D B30	\$17.00	\$27.32		R 19	Advanced Operator B30 Polyhouse	10/07/02	6.03	10/07/02	1160			
		5 Lead Operator \$22.00 same as current Fluids - DMF	\$22.00	\$27.32		R 18	Advanced Operator MCS-FS-TCS	02/01/93	15.72	02/01/93	6717			
		2 Operator \$17.00 days B85 - PKG	\$17.00	\$27.32		R 18	Advanced Plant Operator	08/17/07	1.08	09/17/07	8525			
		5 Lead Operator \$22.00 same as current MeCl - MeCl	\$22.00	\$27.32		R 19	Advanced Operator B35/27	10/11/04	4.02	10/11/04	2788			
		5A Lead Operator \$24.00 same as current MeCl - MeCl	\$24.00	\$27.32		R 19	Advanced Operator B35/27	02/01/93	15.72	02/01/93	8417			
		5 Lead Operator \$22.00 same as current MeCl - Siloxane	\$22.00	\$27.32		R 18	Advanced Operator B35/27	11/09/98	9.94	11/09/98	4301			
		2 Operator \$17.00 C B30	\$17.00	\$27.32		R 19	Silicone Operator B42A Vertical	08/14/06	2.18	08/14/06	6333			
		7 Senior Operator \$29.11 same as current MCS/FS/TCS	\$29.11	\$29.11		R 21	Advanced Control Operator MCS	10/10/94	14.03	10/10/94	0993			
		2 Operator \$17.00 same as current Specialties - Specialties	\$17.00	\$27.32		R 18	Advanced Operator B76	07/31/00	8.22	07/31/00	1370			
		5 Lead Operator \$22.00 same as current MCS/FS/TCS	\$22.00	\$27.32		R 19	Advanced Operator MCS-FS-TCS	10/31/05	2.96	10/31/05	0366			
		5 Lead Operator \$22.00 same as current MeCl - MeCl	\$22.00	\$27.32		R 19	Advanced Operator B35/27	05/29/90	18.40	05/29/90	2546			

3 Core Operator \$19.50 same as current Resins - 24	\$19.50	\$27.32
2 Operator \$17.00 B B30	\$17.00	\$27.32
3 Core Operator \$19.50 A B30 - WP	\$19.50	\$26.54
5 Lead Operator \$22.00 same as current MCS/FS/TCS	\$22.00	\$27.32
5 Lead Operator \$22.00 same as current MCS/FS/TCS	\$22.00	\$27.32
2 Operator \$17.00 same as current B85 - PKG	\$17.00	\$27.32
3A Core Operator \$20.50 same as current B85 - PKG	\$20.50	\$27.32
7 Senior Operator \$29.11 same as current MCS/FS/TCS	\$29.11	\$29.11
5 Lead Operator \$22.00 same as current MCS/FS/TCS	\$22.00	\$26.98
2 Operator \$17.00 same as current Fluids	\$17.00	\$27.32
5 Lead Operator \$22.00 same as current Fluids - DMF	\$22.00	\$27.32
5 Lead Operator \$22.00 same as current Fluids - DMF	\$22.00	\$27.32
5 Lead Operator \$22.00 same as current MeCl - MeCl	\$22.00	\$27.32
SPB Service Position \$18.00 same as current Warehouse - MMO	\$18.00	\$27.32
3 Core Operator \$19.50 same as current Resins - MQ	\$19.50	\$27.32
3A Core Operator \$20.50 same as current B85 - PKG	\$20.50	\$27.32
SPB Service Position \$18.00 same as current Warehouse - MMO	\$18.00	\$27.32
3 Core Operator \$19.50 D B30 - PH	\$19.50	\$27.32
3 Core Operator \$19.50 D B30 - PH	\$19.50	\$29.11
2 Operator \$17.00 A HCE	\$17.00	\$27.32
7 Senior Operator \$29.11 same as current MCS/FS/TCS	\$29.11	\$29.11
7 Senior Operator \$29.11 same as current Fluids - DMF	\$29.11	\$29.11
7 Senior Operator \$29.11 same as current MCS/FS/TCS	\$29.11	\$29.11
3 Core Operator \$19.50 C B30 - WP	\$19.50	\$27.32
3 Core Operator \$19.50 same as current Fluids - Coatings	\$19.50	\$27.32
7 Senior Operator \$29.11 same as current Fluids - DMF	\$29.11	\$29.11
SPB Service Position \$18.00 same as current Warehouse - MMO	\$18.00	\$27.32
5 Lead Operator \$22.00 same as current Fluids - DMF	\$22.00	\$27.32
5A Lead Operator \$24.00 same as current MeCl - MeCl	\$24.00	\$27.32
7 Senior Operator \$29.11 same as current MCS/FS/TCS	\$29.11	\$29.11
2 Operator \$17.00 D B30	\$17.00	\$27.32
5A Lead Operator \$24.00 B B30 - PH	\$24.00	\$29.11
7 Senior Operator \$29.11 same as current WWTP	\$29.11	\$29.11
7 Senior Operator \$29.11 same as current MCS/FS/TCS	\$29.11	\$29.11
7 Senior Operator \$29.11 same as current MCS/FS/TCS	\$29.11	\$29.11
2 Operator \$17.00 same as current Resins - 24	\$17.00	\$27.32
5 Lead Operator \$22.00 same as current WWTP	\$22.00	\$27.32
5A Lead Operator \$24.00 same as current Resins - T&B	\$24.00	\$29.11
5A Lead Operator \$24.00 same as current Specialties - B76	\$24.00	\$27.32
3A Core Operator \$20.50 same as current Specialties - B71	\$20.50	\$27.32
5 Lead Operator \$22.00 same as current MeCl - MeCl	\$22.00	\$27.32
SPB Service Position \$18.00 same as current Warehouse - MMO	\$18.00	\$27.32
3A Core Operator \$20.50 A Specialties - B78	\$20.50	\$27.32
2 Operator \$17.00 C HCE	\$17.00	\$27.32
3 Core Operator \$19.50 B B30 - WP	\$19.50	\$27.32
3 Core Operator \$19.50 same as current Fluids - Emul	\$19.50	\$26.98
Service Position \$14.00 same as current Maintenance - Plant Serv	\$14.00	\$25.98
5 Lead Operator \$22.00 same as current MCS/FS/TCS	\$22.00	\$27.32
7 Senior Operator \$29.11 same as current MCS/FS/TCS	\$29.11	\$29.11
5 Lead Operator \$22.00 same as current MCS/FS/TCS	\$22.00	\$27.32
5A Lead Operator \$24.00 same as current Fluids - Coatings	\$24.00	\$29.11
5 Lead Operator \$22.00 same as current MCS/FS/TCS	\$22.00	\$27.32
5 Lead Operator \$22.00 same as current MCS/FS/TCS	\$22.00	\$27.32
5A Lead Operator \$24.00 C B30 - WP	\$24.00	\$28.14
5 Lead Operator \$22.00 same as current MCS/FS/TCS	\$22.00	\$27.32
3A Core Operator \$20.50 same as current Specialties - B71	\$20.50	\$27.32
5A Lead Operator \$24.00 C Specialties - B76	\$24.00	\$27.32
3A Core Operator \$20.50 same as current Specialties - B78	\$20.50	\$27.32
5 Lead Operator \$22.00 same as current WWTP	\$22.00	\$27.32
5A Lead Operator \$24.00 same as current B85 - PKG	\$24.00	\$27.32
2 Operator \$17.00 dave B30	\$17.00	\$27.32
3 Core Operator \$19.50 same as current Resins - 24	\$19.50	\$27.32
2 Operator \$17.00 D Specialties - Specialties	\$17.00	\$27.32
3 Core Operator \$19.50 same as current Specialties - B78	\$19.50	\$27.32
7 Senior Operator \$29.11 same as current WWTP	\$29.11	\$29.11
5A Lead Operator \$24.00 same as current Specialties - B76	\$24.00	\$29.11
2 Operator \$17.00 same as current B85 - PKG	\$17.00	\$27.32
7 Senior Operator \$29.11 same as current MCS/FS/TCS	\$29.11	\$29.11
2 Operator \$17.00 A HCE	\$17.00	\$27.32
5 Lead Operator \$22.00 same as current Fluids - DMF	\$22.00	\$27.32
5A Lead Operator \$24.00 same as current MeCl - Siloxane	\$24.00	\$27.32
2 Operator \$17.00 dave WWTP	\$17.00	\$27.32
3 Core Operator \$19.50 same as current Fluids - Coatings	\$19.50	\$27.32
SPB Service Position \$18.00 same as current Warehouse - MMO	\$18.00	\$27.32

R 19 Advanced Operator B24	10/28/91	16.98	10/28/91	1969
R 19 Advanced Operator B30 WP	04/09/07	1.52	04/09/07	9660
R 18 Advanced Operator B30 WP	09/17/07	1.08	09/17/07	2221
R 19 Advanced Operator MCS-FS-TCS	03/16/87	21.60	03/16/87	8779
R 19 Advanced Operator MCS-FS-TCS	09/14/92	16.10	09/14/92	9470
R 19 Advanced Operator B85 Packaging	10/24/94	13.99	10/24/94	7048
R 19 Advanced Operator B85 Packaging	11/05/90	17.96	11/05/90	4947
R 21 Advanced Control Operator MCS	10/28/91	16.98	10/28/91	2953
R 18 Silicone Operator MCS-FS-TCS	09/17/07	1.08	09/17/07	4654
R 19 Advanced Plant Operator	04/09/07	1.52	04/09/07	7203
R 19 Advanced Operator B37/41	10/28/91	16.98	10/28/91	8769
R 19 Advanced Operator B37/41	09/07/88	20.12	09/07/88	9843
R 19 Advanced Operator B35/27	02/24/03	5.65	02/24/03	6261
R 19 Material Movement Operator	06/04/90	18.38	06/04/90	3274
R 19 Advanced Operator B24	11/27/87	20.90	11/27/87	5441
R 19 Advanced Operator B85 Packaging	11/21/88	19.92	11/21/88	8322
R 19 Material Movement Operator	10/08/90	18.04	10/08/90	2036
R 19 Advanced Operator B30 Polyhouse	10/07/02	6.03	10/07/02	0120
R 21 Advanced Control Operator B30 Polyhouse	12/12/88	19.86	11/14/88	7689
R 19 Advanced Operator B42A Vertical	07/16/94	14.26	07/16/94	8183
R 21 Advanced Control Operator MCS	06/18/94	14.34	06/18/94	2487
R 21 Advanced Control Operator B37/41	09/07/88	20.12	09/07/88	3592
R 21 Advanced Control Operator MCS	05/16/88	20.43	05/16/88	8445
R 19 Advanced Operator B30 WP	11/27/06	1.89	11/27/06	1444
R 19 Advanced Operator B37/41	06/13/88	20.35	06/13/88	4957
R 21 Advanced Control Operator B37/41	11/14/88	19.93	11/14/88	9635
R 19 Material Movement Operator	12/19/88	19.84	12/19/88	0501
R 19 Advanced Operator B37/41	07/18/90	18.27	07/18/90	8640
R 19 Advanced Operator B35/27	10/28/91	16.98	10/28/91	9515
R 21 Advanced Control Operator MCS	06/04/90	18.38	06/04/90	1349
R 19 Advanced Operator B30 Polyhouse	10/23/06	1.98	10/23/06	8787
R 21 Advanced Control Operator B30 Polyhouse	10/30/00	7.97	10/30/00	8173
R 21 Advanced Control Operator WWTP	10/11/04	4.02	10/11/04	4062
R 21 Advanced Control Operator MCS	02/27/84	24.65	02/27/84	0286
R 21 Advanced Control Operator MCS	03/16/87	21.60	03/16/87	6634
R 19 Advanced Operator B24	10/13/03	5.01	10/13/03	8429
R 19 Advanced Operator WWTP	10/23/03	1.98	10/23/03	2531
R 21 Advanced Control Operator B24	07/25/86	22.24	09/18/88	8717
R 19 Advanced Operator B78	08/22/94	14.16	08/22/94	2022
R 19 Advanced Operator B71	07/09/90	18.28	07/09/90	4114
R 19 Advanced Operator B35/27	06/18/94	14.34	06/18/94	0591
R 19 Material Movement Operator	07/31/00	8.22	07/31/00	4507
R 19 Advanced Operator B77/78	06/18/90	18.34	06/18/90	1491
R 19 Advanced Operator B30 Doughmixer	07/31/00	8.22	07/31/00	1954
R 19 Advanced Operator B30 WP	06/18/94	14.34	06/18/94	9266
R 18 Silicone Operator Intermediate Fluids	04/09/07	1.52	04/09/07	1174
R 17 Plant Services Operator	01/22/86	22.75	01/22/86	9159
R 19 Advanced Operator MCS-FS-TCS	10/28/91	16.98	10/28/91	8154
R 21 Advanced Control Operator MCS	10/29/90	17.98	10/29/90	9665
R 19 Advanced Operator MCS-FS-TCS	06/13/88	20.38	06/13/88	2862
R 21 Advanced Control Operator B37/41	07/23/90	18.25	07/23/90	1199
R 19 Advanced Operator MCS-FS-TCS	09/24/01	7.07	07/06/04	1968
R 19 Advanced Operator MCS-FS-TCS	02/09/87	21.70	02/09/87	7955
R 20 Advanced Control Operator B30 WP	11/27/06	1.89	11/27/06	7234
R 19 Advanced Operator MCS-FS-TCS	05/15/00	8.43	05/15/00	5150
R 19 Advanced Plant Operator	10/11/04	4.02	10/11/04	9160
R 19 Advanced Operator B76	10/24/94	13.99	10/24/94	0984
R 19 Advanced Operator B77/78	06/04/90	18.38	06/04/90	5000
R 19 Advanced Operator WWTP	09/17/90	18.09	09/17/90	0785
R 19 Advanced Operator B85 Packaging	02/05/86	22.71	02/05/86	7507
R 19 Warehouse Service Operator B80	08/29/88	20.15	08/29/88	8884
R 19 Advanced Operator B24	10/28/91	16.98	10/28/91	9768
R 19 Warehouse Service Operator B80	04/15/87	21.52	04/15/87	3448
R 19 Advanced Operator B77/78	07/25/88	20.24	07/25/88	4662
R 21 Advanced Control Operator WWTP	10/03/88	20.05	10/03/88	9460
R 21 Advanced Control Operator B76	06/16/86	22.35	06/16/86	2258
R 19 Advanced Operator B85 Packaging	10/26/87	20.99	10/26/87	9504
R 21 Advanced Operator MCS-FS-TCS	10/11/04	4.02	10/11/04	7243
R 19 Advanced Operator B42A Vertical	06/04/90	18.38	06/04/90	6863
R 19 Advanced Operator B37/41	06/18/94	14.34	06/18/94	8910
R 19 Advanced Operator B35/27	10/11/92	16.02	06/09/97	7059
R 19 Advanced Operator B35/27	09/04/90	18.13	09/04/90	5817
R 19 Advanced Operator B37/41	02/26/01	7.64	11/11/02	9484
R 19 Material Movement Operator	10/28/91	16.98	10/28/91	3327



2 Operator \$17.00 days B30	\$17.00	\$27.32	R 19 Warehouse Service Operator B80	09/17/90	18.09	09/17/90	2145
3 Core Operator \$19.50 days B85 - PKG	\$18.50	\$27.32	R 19 Advanced Operator B85 Packaging	03/21/88	20.59	03/21/88	4110
7 Senior Operator \$29.11 same as current MCS/FS/TCS	\$28.11	\$29.11	R 21 Advanced Control Operator MCS	10/04/04	4.04	10/04/04	9372
2 Operator \$17.00 D B30	\$17.00	\$27.32	R 18 Advanced Operator B30 Packaging	05/15/00	8.43	05/15/00	0186
2 Operator \$17.00 C B30	\$17.00	\$27.32	R 19 Advanced Operator B30 Mixing	01/26/87	21.74	01/26/87	3763
2 Operator \$17.00 same as current B85 - PKG	\$17.00	\$27.32	R 19 Advanced Operator B85 Packaging	11/12/90	17.94	11/12/90	4298
5 Lead Operator \$22.00 same as current WWTP	\$22.00	\$27.32	R 19 Advanced Operator WWTP	08/14/92	16.10	09/14/92	2987
3A Core Operator \$20.50 same as current B85 - PKG	\$20.50	\$27.32	R 19 Advanced Operator B85 Packaging	05/04/87	21.47	05/04/87	5655
2 Operator \$17.00 A B30	\$17.00	\$26.98	R 18 Silicone Operator Intermediate Polyne-3	05/18/82	26.43	08/21/05	1103
5 Lead Operator \$22.00 same as current MCS/FS/TCS	\$22.00	\$26.54	R 18 Advanced Operator MCS-FS-TCS	09/17/07	1.08	09/17/07	4486
3A Core Operator \$20.50 same as current B85 - Mixing	\$20.50	\$29.11	R 21 Advanced Control Operator B85 WP/TF	11/23/87	20.91	11/23/87	9098
2 Operator \$17.00 same as current Resins - 24	\$17.00	\$27.32	R 19 Advanced Operator B24	10/11/04	4.02	10/11/04	6155
2 Operator \$17.00 C B30	\$17.00	\$27.32	R 19 Advanced Operator B30 Mixing	09/17/07	1.08	09/17/07	2281
5 Lead Operator \$22.00 same as current MeCl - MeCl	\$22.00	\$27.32	R 19 Advanced Operator B35/27	02/01/83	15.72	02/01/83	7326
5A Lead Operator \$24.00 same as current Resins - T&B	\$24.00	\$29.11	R 21 Advanced Control Operator B24	10/10/94	14.03	10/10/94	5895
3 Core Operator \$18.50 same as current Fluids - Coatings	\$19.50	\$27.32	R 19 Advanced Operator B37/41	08/14/06	2.18	08/14/06	3268
5 Lead Operator \$22.00 same as current Fluids - DMF	\$22.00	\$27.32	R 19 Advanced Operator B37/41	02/01/83	15.72	02/01/83	1138
3A Core Operator \$20.50 same as current B85 - Mixing	\$20.50	\$29.11	R 21 Control Operator WP/TFK-85	09/07/88	20.12	09/07/88	3617
2 Operator \$17.00 C HCE	\$17.00	\$27.32	R 19 Advanced Operator B30 Dough mixer	01/26/87	21.74	01/26/87	0549
5A Lead Operator \$24.00 same as current Specialties - B76	\$24.00	\$29.11	R 21 Advanced Control Operator B76	06/20/83	25.34	06/20/83	4417
7 Senior Operator \$29.11 same as current MeCl - Siloxane	\$29.11	\$29.11	R 21 Advanced Control Operator B35/27	08/20/90	18.17	08/20/90	6988
7 Senior Operator \$29.11 same as current WWTP	\$29.11	\$29.11	R 21 Advanced Control Operator WWTP	05/18/94	14.34	08/18/94	4743
5A Lead Operator \$24.00 same as current Resins - 24	\$24.00	\$29.11	R 21 Advanced Control Operator B24	06/16/86	22.35	06/16/86	9799
5A Lead Operator \$24.00 same as current Specialties - B76	\$24.00	\$27.32	R 19 Advanced Operator B76	07/16/94	14.28	07/16/94	0596
5A Lead Operator \$24.00 same as current Fluids - Mix	\$24.00	\$29.11	R 21 Advanced Control Operator B30 Mixing	09/24/90	18.07	09/24/90	7868
5A Lead Operator \$24.00 same as current Fluids - Emul	\$24.00	\$29.11	R 21 Advanced Control Operator B37/41	02/09/87	21.70	02/09/87	2009
3A Core Operator \$20.50 A B30 - Mixin	\$20.50	\$27.32	R 19 Advanced Operator B30 Mixing	10/22/90	18.00	10/22/90	0496
5 Lead Operator \$22.00 same as current MCS/FS/TCS	\$22.00	\$27.32	R 19 Advanced Operator MCS-FS-TCS	09/14/92	16.10	09/14/92	3632
3 Core Operator \$19.50 B HCE	\$19.50	\$29.11	R 21 Advanced Control Operator B42A Vertical	10/08/90	18.04	10/08/90	8066
3 Core Operator \$19.50 same as current B85 - Mixing	\$19.50	\$27.32	R 19 Advanced Operator B85 WP/TF	01/09/89	19.78	01/09/89	3210
7 Senior Operator \$28.11 same as current Fluids - DMF	\$29.11	\$29.11	R 21 Advanced Control Operator B37/41	07/25/88	20.24	07/25/88	6585
SPB Service Position \$18.00 same as current Warehouse - MMO	\$18.00	\$27.32	R 19 Material Movement Operator	10/08/90	18.04	10/08/90	8771
2 Operator \$17.00 C-shift Fluids	\$17.00	\$27.32	R 19 Advanced Plant Operator	02/24/03	5.65	02/24/03	9026
7 Senior Operator \$29.11 same as current MCS/FS/TCS	\$29.11	\$29.11	R 22 Control Operator Leader	02/09/87	21.70	02/09/87	5886
3 Core Operator \$19.50 same as current Fluids - Spec	\$19.50	\$27.32	R 19 Advanced Operator B37/41	09/20/92	16.08	06/09/97	4281
2 Operator \$17.00 C Specialties - Specialties	\$17.00	\$29.11	R 21 Warehouse Service Operator B80 Lead	02/09/87	21.70	02/09/87	5438
7 Senior Operator \$29.11 same as current MCS/FS/TCS	\$29.11	\$29.11	R 21 Advanced Control Operator MCS	09/08/81	27.12	09/08/81	0393
3 Core Operator \$18.50 same as current Resins - 24	\$19.50	\$27.32	R 19 Advanced Operator B24	10/10/94	14.03	10/10/94	7974
3 Core Operator \$19.50 same as current B85 - PKG	\$19.50	\$27.32	R 19 Advanced Operator B85 Packaging	11/19/90	17.92	11/19/90	5764
5 Lead Operator \$22.00 same as current MCS/FS/TCS	\$22.00	\$27.32	R 18 Advanced Operator B42A Vertical	08/14/06	2.18	08/14/06	5081
5A Lead Operator \$24.00 same as current B85 - PKG	\$24.00	\$27.32	R 19 Advanced Operator B85 Packaging	12/05/80	27.88	03/16/87	0586
5A Lead Operator \$24.00 same as current Fluids - Spec	\$24.00	\$29.11	R 21 Control Operator Fluids 37/41/48	11/05/90	17.96	11/05/90	7909
3 Core Operator \$19.50 same as current B85 - PKG	\$19.50	\$27.32	R 19 Advanced Operator B85 Packaging	02/01/83	15.72	02/01/83	3838
SPB Service Position \$18.00 same as current Warehouse - MMO	\$18.00	\$27.32	R 19 Material Movement Operator	06/04/84	14.38	06/04/84	3226
2 Operator \$17.00 C B30	\$17.00	\$27.32	R 19 Advanced Operator B30 Packaging	08/23/99	9.16	08/23/99	1949
5A Lead Operator \$24.00 C Specialties - B78	\$24.00	\$27.32	R 19 Advanced Operator B77/78	01/26/87	21.74	01/26/87	3245
2 Operator \$17.00 same as current B85 - PKG	\$17.00	\$27.32	R 19 Advanced Operator B85 Packaging	10/03/88	20.05	10/03/88	1274
3 Core Operator \$19.50 same as current Fluids - Spec	\$19.50	\$27.32	R 19 Advanced Operator B37/41	10/24/94	13.99	10/24/94	6518
2 Operator \$17.00 B HCE	\$17.00	\$27.32	R 19 Advanced Operator B42A Vertical	10/17/94	14.01	10/17/94	4117
2 Operator \$17.00 A HCE	\$17.00	\$27.32	R 19 Advanced Operator B30 Dough mixer	08/23/99	9.16	08/23/99	5150
5 Lead Operator \$22.00 same as current WWTP	\$22.00	\$27.32	R 19 Advanced Operator WWTP	06/16/86	22.35	09/14/92	7776
2 Operator \$17.00 B Specialties - Specialties	\$17.00	\$27.32	R 19 Warehouse Service Operator B80	08/18/78	30.18	08/18/78	9544
SPB Service Position \$18.00 same as current Warehouse - MMO	\$18.00	\$27.32	R 19 Material Movement Operator	05/03/99	9.46	05/03/99	2880
SPB Service Position \$18.00 same as current Warehouse - Drum	\$18.00	\$25.98	R 17 Warehouse Service Operator Drum	08/30/81	27.15	01/09/81	9636
3 Core Operator \$19.50 same as current Resins - 24	\$19.50	\$27.32	R 19 Advanced Operator B24	08/14/92	16.10	09/14/92	3573
5 Lead Operator \$22.00 same as current Fluids - DMF	\$22.00	\$27.32	R 19 Advanced Operator B37/41	02/02/87	21.72	02/02/87	6995
2 Operator \$17.00 D Specialties - Specialties	\$17.00	\$27.32	R 19 Warehouse Service Operator B80	07/10/78	30.29	07/10/78	0924
3 Core Operator \$18.50 same as current Specialties - B78	\$19.50	\$27.32	R 19 Advanced Operator B77/78	12/19/88	19.84	12/19/88	0842
5 Lead Operator \$22.00 same as current MCS/FS/TCS	\$22.00	\$27.32	R 19 Advanced Operator MCS-FS-TCS	02/01/83	15.72	02/01/83	4899
3A Core Operator \$20.50 same as current Specialties - B78	\$20.50	\$27.32	R 18 Advanced Operator B77/78	09/29/88	20.06	08/29/88	5632
2 Operator \$17.00 C-shift Fluids	\$17.00	\$27.32	R 19 Warehouse Service Operator B80	07/05/04	4.28	07/05/04	5553
3 Core Operator \$19.50 same as current Specialties - B76	\$19.50	\$27.32	R 19 Advanced Operator B76	10/24/94	13.99	10/24/94	6091
5 Lead Operator \$22.00 same as current MCS/FS/TCS	\$22.00	\$26.98	R 18 Silicone Operator MCS-FS-TCS	09/17/07	1.08	09/17/07	4143
2 Operator \$17.00 A HCE	\$17.00	\$27.32	R 18 Advanced Operator B42 Finishing	08/06/90	18.21	08/06/90	2969
5 Lead Operator \$22.00 same as current MCS/FS/TCS	\$22.00	\$27.32	R 19 Advanced Operator MCS-FS-TCS	10/11/04	4.02	10/11/04	5963
2 Operator \$17.00 same as current Specialties - Specialties	\$17.00	\$29.11	R 21 Advanced Control Operator B77/78	05/09/83	25.46	05/09/83	1608
3 Core Operator \$18.50 C B30 - PH	\$18.50	\$28.14	R 20 Advanced Control Operator B30 Polyne	10/10/94	14.03	10/10/94	8582
2 Operator \$17.00 same as current B85 - PKG	\$17.00	\$27.32	R 19 Advanced Operator B85 Packaging	08/22/94	14.16	08/22/94	2074
2 Operator \$17.00 B HCE	\$17.00	\$27.32	R 18 Advanced Operator B42A Vertical	02/10/86	22.70	06/18/94	4316
3 Core Operator \$18.50 same as current Resins - 24	\$19.50	\$27.32	R 19 Advanced Operator B24	10/22/90	18.00	10/22/90	7099
5 Lead Operator \$22.00 same as current MCS/FS/TCS	\$22.00	\$27.32	R 19 Advanced Operator MCS-FS-TCS	08/22/94	14.16	08/22/94	9479
Service Position \$14.00 same as current Maintenance - Plant Sen	\$14.00	\$25.98	R 17 Plant Services Operator	03/20/78	30.60	03/20/78	8170
3 Core Operator \$19.50 same as current Specialties - B71	\$19.50	\$27.32	R 19 Advanced Operator B71	07/27/89	19.24	10/07/02	2363
5 Lead Operator \$22.00 same as current MCS/FS/TCS	\$22.00	\$27.32	R 19 Advanced Operator MCS-FS-TCS	07/23/90	18.25	07/23/90	0307

2 Operator \$17.00 B B30	\$17.00	\$26.98	R 18	Silicone Operator Intermediate Polys-B	09/17/07	1.08	09/17/07	0115
5A Lead Operator \$24.00 same as current Specialties - B76	\$24.00	\$29.11	R 21	Advanced Control Operator B76	03/26/79	28.58	03/26/79	8057
2 Operator \$17.00 same as current B85 - PKG	\$17.00	\$27.32	R 19	Advanced Operator B85 Packaging	08/13/84	24.19	08/13/84	0484
3 Core Operator \$19.50 same as current Fluids - Spec	\$19.50	\$27.32	R 19	Advanced Operator B37/41	05/15/00	9.43	05/15/00	0460
2 Operator \$17.00 days Fluids	\$17.00	\$29.11	R 21	Advanced MSCO B37/41	04/14/86	22.52	04/14/86	1056
3 Core Operator \$19.50 C HCE	\$19.50	\$29.11	R 21	Advanced Control Operator B42A Vario	07/23/90	18.25	07/23/90	3380
7 Senior Operator \$29.11 same as current MCS/FS/TCS	\$29.11	\$29.41	R 22	Control Operator Leader	01/23/78	30.75	01/23/78	1204
3 Core Operator \$19.50 same as current Resins - 24	\$19.50	\$27.32	R 19	Advanced Operator B24	10/29/90	17.98	10/29/90	6733
7 Senior Operator \$29.11 same as current MCS/FS/TCS	\$29.11	\$29.11	R 21	Advanced Control Operator MCS	10/08/90	18.04	10/08/90	0568
7 Senior Operator \$29.11 same as current MCS/FS/TCS	\$29.11	\$29.11	R 21	Advanced Control Operator MCS	08/23/86	22.33	08/23/86	1729
2 Operator \$17.00 same as current B85 - PKG	\$17.00	\$27.32	R 19	Advanced Operator B85 Packaging	06/13/88	20.36	06/13/88	3381
3 Core Operator \$19.50 same as current B85 - PKG	\$19.50	\$27.32	R 19	Advanced Operator B85 Packaging	10/12/87	21.03	10/12/87	1209
3A Core Operator \$20.50 same as current B85 - Mixing	\$20.50	\$29.11	R 21	Advanced Control Operator B85 WP/TF	02/02/87	21.72	02/02/87	0205
2 Operator \$17.00 days Fluids	\$17.00	\$29.11	R 21	Advanced MSCO B37/41	01/26/87	21.74	01/26/87	2750
5 Lead Operator \$22.00 same as current MeCl - MeCl	\$22.00	\$27.32	R 19	Advanced Operator B35/27	10/10/94	14.03	10/10/94	7142
2 Operator \$17.00 C HCE	\$17.00	\$27.32	R 19	Advanced Operator B42 Finishing	10/10/83	25.04	10/10/83	7735
5A Lead Operator \$24.00 B B30 - Mixing	\$24.00	\$29.11	R 21	Advanced Control Operator B30 Mixing	08/17/87	21.18	08/17/87	8445
7 Senior Operator \$29.11 same as current MeCl - Siloxane	\$29.11	\$29.11	R 21	Advanced Control Operator B35/27	05/04/87	21.47	05/04/87	7029
3 Core Operator \$19.50 same as current Fluids - Spec	\$19.50	\$27.32	R 19	Advanced Operator B37/41	10/24/94	13.99	10/24/94	3682
3 Core Operator \$19.50 same as current B85 - Mixing	\$19.50	\$27.32	R 19	Advanced Operator B85 WP/TF	10/24/94	13.99	10/24/94	7766
3 Core Operator \$19.50 A B30 - WP	\$19.50	\$26.98	R 18	Silicone Operator Beginner B30 WP	09/17/07	1.08	09/17/07	1755
2 Operator \$17.00 same as current Fluids	\$17.00	\$27.32	R 19	Advanced Operator B37/41	05/03/99	9.46	05/03/99	4152
2 Operator \$17.00 days MeCl - MeCl	\$17.00	\$27.32	R 19	Warehouse Service Operator B80	04/30/84	24.48	04/30/84	1600
5 Lead Operator \$22.00 same as current MeCl - Siloxane	\$22.00	\$27.32	R 19	Advanced Operator B35/27	10/11/04	4.02	10/11/04	8670
3 Core Operator \$19.50 same as current B85 - PKG	\$19.50	\$27.32	R 19	Advanced Operator B85 Packaging	05/19/86	22.43	05/19/86	0082
3 Core Operator \$19.50 C B30 - PH	\$19.50	\$27.32	R 19	Advanced Operator B30 Polyhouse	10/07/02	6.03	10/07/02	6488
5A Lead Operator \$24.00 A B30 - WP	\$24.00	\$29.11	R 21	Advanced Control Operator B30 WP	10/11/04	4.02	10/11/04	7635
2 Operator \$17.00 same as current Specialties - Specialties	\$17.00	\$27.32	R 19	Advanced Operator B77/79	02/01/93	15.72	02/01/93	6057
5A Lead Operator \$24.00 same as current Specialties - B79	\$24.00	\$29.11	R 21	Advanced Control Operator B77/78	04/25/81	27.50	04/25/81	8320
2 Operator \$17.00 days MCS/FS/TCS	\$17.00	\$27.32	R 19	Warehouse Service Operator B43	09/14/78	30.11	09/14/78	2512
5 Lead Operator \$22.00 same as current MCS/FS/TCS	\$22.00	\$27.32	R 19	Advanced Operator MCS-FS-TCS	08/13/90	18.19	08/13/90	1484
3 Core Operator \$19.50 same as current Fluids - Coalitions	\$19.50	\$27.32	R 19	Advanced Operator B37/41	08/22/94	14.16	08/22/94	1514
5A Lead Operator \$24.00 same as current Resins - MQ	\$24.00	\$29.11	R 21	Advanced Control Operator B24	03/13/78	30.62	03/13/78	7041
5A Lead Operator \$24.00 same as current MeCl - Siloxane	\$24.00	\$27.32	R 19	Advanced Operator B35/27	08/20/80	19.17	08/20/80	1038
5A Lead Operator \$24.00 A B30 - PH	\$24.00	\$29.11	R 21	Advanced Control Operator B30 Polyhouse	05/04/76	32.47	05/04/76	3395
3 Core Operator \$19.50 same as current Fluids - Emul	\$19.50	\$27.32	R 19	Advanced Operator B37/41	09/14/92	16.10	10/28/99	3094
SPB Service Position \$18.00 same as current Warehouse - MMO	\$18.00	\$27.32	R 19	Warehouse Service Operator B43	05/21/84	24.42	05/21/84	8344
3 Core Operator \$19.50 A Specialties - B78	\$19.50	\$27.32	R 19	Warehouse Service Operator B43	10/17/83	25.02	10/17/83	2256
3 Core Operator \$19.50 same as current Specialties - B78	\$19.50	\$27.32	R 19	Advanced Operator B77/79	02/25/76	32.66	02/25/76	1072
3 Core Operator \$19.50 same as current B85 - Mixing	\$19.50	\$27.32	R 19	Advanced Operator B85 WP/TF	10/17/94	14.01	10/17/94	9636
2 Operator \$17.00 A B30	\$17.00	\$26.98	R 18	Silicone Operator Material Service B30	06/13/77	31.36	03/18/79	5702
SPC Service Position \$20.00 days B30	\$20.00	\$29.11	R 21	Advanced MSCO B30 Mixing	05/15/75	33.45	09/09/74	0903
2 Operator \$17.00 nights B85 - PKG	\$17.00	\$27.32	R 19	Advanced Operator B85 Packaging	04/11/88	20.53	04/11/88	3789
3A Core Operator \$20.50 D B30 - Mixing	\$20.50	\$27.32	R 19	Advanced Operator B30 Mixing	02/01/93	15.72	02/01/93	9739
3 Core Operator \$19.50 same as current Specialties - B76	\$19.50	\$27.32	R 19	Advanced Operator B76	10/10/94	14.03	10/10/94	7250
5 Lead Operator \$22.00 same as current WWTP	\$22.00	\$27.32	R 19	Advanced Operator WWTP	08/12/76	32.20	08/12/76	2928
3 Core Operator \$19.50 B B30 - PH	\$19.50	\$27.32	R 19	Advanced Operator B30 Polyhouse	08/05/74	34.22	10/12/87	2285
5A Lead Operator \$24.00 B HCE	\$24.00	\$29.11	R 21	Advanced Control Operator B30 Douch	04/14/86	22.52	04/14/86	7452
5A Lead Operator \$24.00 same as current Specialties - B71	\$24.00	\$29.11	R 21	Advanced Control Operator B71	12/05/88	19.88	12/05/88	5170
2 Operator \$17.00 nights B85 - PKG	\$17.00	\$27.32	R 19	Advanced Operator B85 Pkg Forktruck	10/17/83	25.02	10/17/83	3083
2 Operator \$17.00 days Fluids	\$17.00	\$27.32	R 19	Warehouse Service Operator B80	10/28/91	16.98	10/28/91	4084
2 Operator \$17.00 B Specialties - Specialties	\$17.00	\$27.32	R 19	Warehouse Service Operator B80 Launch	01/30/76	32.73	01/30/76	3662
5A Lead Operator \$24.00 same as current Resins - 24	\$24.00	\$29.11	R 21	Advanced Control Operator B24	05/14/76	32.45	05/14/76	2716
SPB Service Position \$18.00 same as current Warehouse - MMO	\$18.00	\$27.32	R 19	Material Movement Operator	06/11/77	31.37	04/11/77	4130
SPB Service Position \$18.00 same as current Warehouse - MMO	\$18.00	\$27.32	R 19	Material Movement Operator	04/23/77	31.50	04/09/84	2411
2 Operator \$17.00 B B30	\$17.00	\$27.32	R 19	Advanced Operator B30 Polyhouse	11/11/02	5.93	11/11/02	0233
5 Lead Operator \$22.00 same as current MeCl - MeCl	\$22.00	\$27.32	R 19	Advanced Operator B35/27	10/29/90	17.99	10/29/90	4937
5 Lead Operator \$22.00 same as current MCS/FS/TCS	\$22.00	\$25.98	R 17	Silicone Operator Intermediate MCS-FS	09/17/07	1.08	09/17/07	8757
5A Lead Operator \$24.00 same as current Resins - 24	\$24.00	\$29.11	R 21	Advanced Control Operator B24	04/14/80	28.53	01/20/86	0225
3 Core Operator \$19.50 same as current B85 - Mixing	\$19.50	\$27.32	R 19	Advanced Operator B85 WP/TF	06/15/77	31.36	05/17/77	1495
5 Lead Operator \$22.00 same as current WWTP	\$22.00	\$27.32	R 19	Advanced Operator WWTP	10/07/02	6.03	10/07/02	2850
3A Core Operator \$20.50 C B30 - Mixing	\$20.50	\$27.32	R 19	Advanced Operator B30 Mixing	10/11/04	4.02	10/11/04	6584
3 Core Operator \$19.50 same as current Fluids - Spec	\$19.50	\$27.32	R 19	Advanced Operator B37/41	07/31/00	9.22	07/31/00	4239
5A Lead Operator \$24.00 same as current Fluids - Coalitions	\$24.00	\$29.11	R 21	Advanced Control Operator B37/41	11/14/77	30.94	05/10/79	1130
2 Operator \$17.00 days WWTP	\$17.00	\$27.32	R 19	Warehouse Service Operator B80	08/15/83	25.19	08/15/83	1514
7 Senior Operator \$29.11 same as current Utilities	\$29.11	\$29.11	R 21	Advanced Control Operator Bollinghouse	06/18/75	33.35	08/20/84	1880
3 Core Operator \$19.50 same as current Fluids - Spec	\$19.50	\$27.32	R 19	Advanced Operator B37/41	10/29/90	17.98	10/29/90	0296
2 Operator \$17.00 B B30	\$17.00	\$27.32	R 19	Advanced Plant Operator	05/25/75	33.42	09/23/74	4024
3 Core Operator \$19.50 same as current Specialties - B76	\$19.50	\$27.32	R 19	Warehouse Service Operator B80	04/27/78	30.49	04/27/78	4088
SPC Service Position \$20.00 same as current B85 - SPC	\$20.00	\$28.11	R 19	Advanced Operator B76	10/10/75	33.04	12/04/86	8327
3 Core Operator \$19.50 A HCE	\$19.50	\$27.32	R 21	Advanced MSCO B85 Packaging	08/20/73	35.18	08/20/73	0604
5A Lead Operator \$24.00 same as current Resins - T&B	\$24.00	\$29.11	R 19	Advanced Operator B42 Finishing	01/02/74	34.81	01/02/74	1167
5 Lead Operator \$22.00 same as current MCS/FS/TCS	\$22.00	\$27.32	R 21	Advanced Control Operator B24	02/02/87	21.72	02/02/87	3143
			R 19	Advanced Operator MCS-FS-TCS	03/22/93	15.58	04/19/93	0433

3 Cora Operator \$19.50 same as current Specialties - B76	\$19.50	\$27.32	R 19	Advanced Operator B76	06/22/87	21.33	06/22/87	2384
3 Cora Operator \$19.50 same as current Resins - 24	\$19.50	\$27.32	R 19	Advanced Operator B24	03/17/82	26.60	10/28/91	8006
2 Operator \$17.00 days B30	\$17.00	\$27.32	R 19	Warehouse Service Operator Pail Room	08/20/73	35.18	08/20/73	1308
5 Lead Operator \$22.00 same as current MCS/FS/TCS	\$22.00	\$27.32	R 19	Advanced Operator MCS-FS-TCS	07/16/94	14.26	07/16/94	7629
3 Cora Operator \$19.50 A HCE	\$19.50	\$29.11	R 21	Advanced Control Operator B42A Vertical	07/25/74	34.25	09/19/88	7668
3A Cora Operator \$20.50 same as current B85 - Mixing	\$20.50	\$29.11	R 21	Advanced Control Operator B85 WP/TF	10/19/74	34.02	03/02/87	8333
2 Operator \$17.00 A HCE	\$17.00	\$27.32	R 19	Advanced Operator B42A Vertical	04/21/85	22.50	04/21/85	5444
5A Lead Operator \$24.00 same as current Specialties - B78	\$24.00	\$29.11	R 21	Advanced Control Operator B77/78	09/08/81	27.12	09/08/81	4089
3 Cora Operator \$19.50 same as current Specialties - B78	\$19.50	\$27.32	R 19	Advanced Operator B77/78	08/13/74	34.20	06/22/87	8391
3 Cora Operator \$19.50 B B30 - PH	\$19.50	\$29.11	R 21	Advanced Control Operator B30 Polyhouse	08/17/78	30.19	08/17/78	0649
2 Operator \$17.00 same as current Resins - 24	\$17.00	\$27.32	R 19	Advanced Operator B24	11/29/81	26.90	09/30/91	0376
3 Cora Operator \$19.50 same as current Specialties - B78	\$19.50	\$27.32	R 19	Advanced Operator B77/78	09/04/78	32.14	02/28/88	0530
2 Operator \$17.00 same as current Specialties - Specialties	\$17.00	\$27.32	R 19	Advanced Operator B76	09/17/07	1.08	09/17/07	0695
2 Operator \$17.00 D B30	\$17.00	\$27.32	R 19	Advanced Operator B42A Vertical	10/23/06	1.98	10/23/06	0247
5 Lead Operator \$22.00 same as current WWTP	\$22.00	\$27.32	R 19	Advanced Operator WWTP Pad	11/26/74	33.91	04/04/74	2837
2 Operator \$17.00 days Fluids	\$17.00	\$28.14	R 20	WSD Sample Room Operator	12/26/73	34.83	12/26/73	9227
3 Cora Operator \$19.50 same as current Fluids - Coalings	\$19.50	\$27.32	R 19	Advanced Operator B37/41	05/03/99	8.46	05/03/99	8477
3 Cora Operator \$19.50 same as current Fluids - Coalings	\$19.50	\$27.32	R 19	Advanced Operator B37/41	10/30/00	7.97	10/30/00	8450
3 Cora Operator \$19.50 same as current Fluids - Emul	\$19.50	\$27.32	R 19	Advanced Operator B37/41	08/18/94	14.34	06/18/94	1868
3 Cora Operator \$19.50 same as current Resins - MQ	\$19.50	\$27.32	R 19	Advanced Operator B24	07/13/92	16.27	10/28/96	0822
2 Operator \$17.00 same as current B85 - PKG	\$17.00	\$27.32	R 19	Advanced Operator B85 Packaging	10/24/81	27.00	06/18/94	0794
Service Position \$14.00 same as current Maintenance - Plant Services	\$14.00	\$25.98	R 17	Plant Services Operator	04/02/79	29.56	04/02/79	3342
5A Lead Operator \$24.00 D B30 - WP	\$24.00	\$29.11	R 21	Advanced Control Operator B30 WP	09/21/82	26.09	11/21/88	8888
5 Lead Operator \$22.00 same as current WWTP	\$22.00	\$27.32	R 19	Advanced Operator WWTP	11/08/73	34.96	07/15/96	3376
2 Operator \$17.00 same as current B85 - PKG	\$17.00	\$27.32	R 19	Advanced Operator B85 Packaging	07/06/74	34.30	07/22/96	5165
5A Lead Operator \$24.00 same as current MeCl - MeCl	\$24.00	\$27.32	R 19	Advanced Operator B35/27	08/28/72	36.18	02/02/87	3995
2 Operator \$17.00 B HCE	\$17.00	\$27.32	R 19	Advanced Operator B42A Vertical	02/01/93	15.72	02/01/93	2578
2 Operator \$17.00 same as current B85 - PKG	\$17.00	\$27.32	R 19	Advanced Operator B85 Packaging	01/09/89	18.78	01/09/89	7753
7 Senior Operator \$29.11 same as current Utilities	\$29.11	\$29.11	R 21	Advanced Control Operator Boilerhouse	10/17/83	25.02	10/17/83	4455
2 Operator \$17.00 same as current Resins - 24	\$17.00	\$27.32	R 19	Advanced Operator B24	10/24/94	13.99	10/24/94	0050
7 Senior Operator \$29.11 same as current MeCl - Siloxane	\$29.11	\$29.11	R 21	Advanced Control Operator B35/27	05/01/84	24.48	05/04/87	0807
2 Operator \$17.00 B-shift Fluids	\$17.00	\$27.32	R 19	Advanced Plant Operator	10/30/00	7.97	10/30/00	5633
3 Cora Operator \$19.50 D B30 - WP	\$19.50	\$27.32	R 19	Advanced Operator B30 Mixing	08/02/76	32.23	03/02/87	1344
3 Cora Operator \$19.50 C B30 - PH	\$19.50	\$27.32	R 19	Advanced Operator B30 Polyhouse	05/29/75	33.41	02/09/87	0383
2 Operator \$17.00 A HCE	\$17.00	\$27.32	R 19	Advanced Operator B42A Vertical	05/22/00	8.41	02/24/03	2638
2 Operator \$17.00 days B30	\$17.00	\$27.32	R 19	Warehouse Service Operator B80 Lead	09/07/88	20.12	09/07/88	4797
3 Cora Operator \$19.50 same as current B85 - PKG	\$19.50	\$27.32	R 19	Advanced Operator B85 Poly Forktruck	02/02/87	21.72	02/02/87	8966
SPC Service Position \$20.00 days B30	\$20.00	\$29.11	R 21	Advanced MSCO B30 & B14	01/05/75	33.80	05/03/74	9911
3 Cora Operator \$19.50 same as current Specialties - B76	\$19.50	\$27.32	R 19	Advanced Operator B76	04/23/81	27.50	07/22/96	5067
5A Lead Operator \$24.00 same as current Fluids - Emul	\$24.00	\$29.11	R 21	Advanced Control Operator B37/41	05/19/75	33.44	02/02/87	2005
3 Cora Operator \$19.50 C B30 - WP	\$19.50	\$27.32	R 19	Advanced Plant Operator	02/26/73	35.66	07/15/96	3605
2 Operator \$17.00 days Fluids	\$17.00	\$27.32	R 19	Warehouse Service Operator B80	01/02/73	35.81	09/08/72	7816
2 Operator \$17.00 days Resins	\$17.00	\$27.32	R 19	Warehouse Service Operator B80	03/10/72	36.63	05/31/88	7413
3A Cora Operator \$20.50 same as current Specialties - B78	\$20.50	\$27.32	R 19	Advanced Operator B77/78	05/26/90	18.40	05/29/90	0554
2 Operator \$17.00 C Specialties - Specialties	\$17.00	\$27.32	R 19	Warehouse Service Operator B80	09/10/90	18.11	10/25/91	8757
3 Cora Operator \$19.50 same as current Specialties - B78	\$19.50	\$27.32	R 19	Advanced Operator B77/78	02/14/77	31.69	02/14/77	9623
SPC Service Position \$20.00 same as current B85 - SPC	\$20.00	\$29.11	R 21	Advanced MSCO B85 Packaging	06/01/76	32.40	06/01/76	8999
3 Cora Operator \$19.50 same as current Specialties - B78	\$19.50	\$27.32	R 19	Advanced Operator B77/78	08/29/83	25.15	08/29/83	9753
2 Operator \$17.00 B HCE	\$17.00	\$29.11	R 21	Advanced MSCO HCE	12/28/76	31.82	12/28/76	3872
5A Lead Operator \$24.00 same as current Specialties - B76	\$24.00	\$27.32	R 19	Advanced Operator B76	08/30/74	34.15	10/12/87	3380
3 Cora Operator \$19.50 C HCE	\$19.50	\$27.32	R 19	Advanced Operator B42A Vertical	04/30/79	29.48	04/30/79	8366
5A Lead Operator \$24.00 same as current Specialties - B76	\$24.00	\$29.11	R 21	Advanced Control Operator B76	11/01/91	16.97	11/01/91	8171
3 Cora Operator \$19.50 A B30 - PH	\$19.50	\$27.32	R 19	Advanced Operator B30 Polyhouse	09/03/74	34.14	10/12/87	5059
3 Cora Operator \$19.50 B HCE	\$19.50	\$27.32	R 19	Advanced Operator B42A Vertical	06/27/77	31.33	06/26/80	9764
5A Lead Operator \$24.00 same as current Fluids - Coalings	\$24.00	\$29.11	R 21	Advanced Control Operator B37/41	01/26/87	21.74	01/26/87	7793
5 Lead Operator \$22.00 same as current MCS/FS/TCS	\$22.00	\$27.32	R 19	Advanced Operator MCS-FS-TCS	01/22/75	33.76	02/02/87	1026
7 Senior Operator \$29.11 same as current MeCl - Siloxane	\$29.11	\$29.11	R 21	Advanced Control Operator B35/27	11/08/71	36.96	09/14/87	3885
3 Cora Operator \$19.50 same as current B85 - Mixing	\$19.50	\$27.32	R 19	Advanced Operator B85 WP/TF	09/15/79	29.11	02/17/87	8916
5A Lead Operator \$24.00 D B30 - Mixing	\$24.00	\$29.11	R 21	Advanced Control Operator B30 Mixing	09/29/78	30.07	09/29/78	2222
2 Operator \$17.00 A B30	\$17.00	\$27.32	R 19	Advanced Operator Utility B30	06/23/78	30.34	03/22/78	7618
SPB Service Position \$18.00 same as current Warehouse - MMO	\$18.00	\$27.32	R 19	Material Movement Operator	11/05/90	17.96	11/05/90	1503
2 Operator \$17.00 C HCE	\$17.00	\$27.32	R 19	Advanced Operator B42A Vertical	11/16/73	34.94	09/14/92	3984
2 Operator \$17.00 B HCE	\$17.00	\$27.32	R 19	Advanced Operator B42A Vertical	12/28/73	34.82	09/11/95	3965
5 Lead Operator \$22.00 same as current B85 - Mixing	\$22.00	\$29.11	R 21	Advanced Control Operator B85 WP/TF	04/11/73	35.54	04/11/73	2388
2 Operator \$17.00 same as current B85 - PKG	\$17.00	\$27.32	R 19	Advanced Operator B85 Packaging	12/04/72	35.89	04/06/87	7464
7 Senior Operator \$29.11 same as current Utilities	\$29.11	\$29.11	R 21	Advanced Control Operator Boilerhouse	06/30/76	32.32	06/30/76	8699
2 Operator \$17.00 B B30	\$17.00	\$27.32	R 19	Advanced Operator B30 Mixing	01/23/76	32.75	08/08/83	8746
2 Operator \$17.00 days MCS/FS/TCS	\$17.00	\$27.32	R 19	Warehouse Service Operator B80	09/30/76	32.07	09/30/76	7655
3 Cora Operator \$19.50 same as current Resins - MQ	\$19.50	\$27.32	R 19	Advanced Operator B24	05/08/73	35.47	02/02/87	5803
2 Operator \$17.00 C HCE	\$17.00	\$27.32	R 19	Advanced Operator B42A Vertical	10/11/76	32.04	07/22/96	2521
SPB Service Position \$18.00 same as current Warehouse - MMO	\$18.00	\$27.32	R 19	Material Movement Operator	07/08/73	35.30	06/25/73	7885
SPB Service Position \$18.00 same as current Warehouse - MMO	\$18.00	\$27.32	R 19	Material Movement Operator	07/11/88	20.28	07/11/88	6087
5A Lead Operator \$24.00 B HCE	\$24.00	\$29.11	R 21	Advanced Control Operator B30 Duct	04/10/73	35.54	04/10/73	0216
5A Lead Operator \$24.00 A HCE	\$24.00	\$29.11	R 21	Advanced Control Operator B30 Duct	08/15/83	25.15	08/15/83	8264



2 Operator \$17.00 same as current B85 - PKG	\$17.00	\$26.88
5 Lead Operator \$22.00 same as current WWTP	\$22.00	\$27.32
3 Core Operator \$19.50 B B30 - WP	\$18.50	\$27.32
3 Core Operator \$18.50 same as current Resins - T&B	\$19.50	\$27.32
3 Core Operator \$19.50 nights B85 - PKG	\$19.50	\$27.32
5A Lead Operator \$24.00 same as current Specialties - B71	\$24.00	\$29.11
SPB Service Position \$18.00 same as current Warehouse - MMO	\$18.00	\$27.32
3 Core Operator \$19.50 B B30 - PH	\$19.50	\$27.32
3 Core Operator \$19.50 same as current Resins - T&B	\$19.50	\$27.32
5 Lead Operator \$22.00 same as current WWTP	\$22.00	\$27.32
5A Lead Operator \$24.00 C B30 - Mixing	\$24.00	\$29.11
5A Lead Operator \$24.00 day B30 - WP	\$24.00	\$29.11
2 Operator \$17.00 same as current B85 - PKG	\$17.00	\$27.32
5A Lead Operator \$24.00 same as current Fluids - Spec	\$24.00	\$29.11
2 Operator \$17.00 same as current Resins - 24	\$17.00	\$27.32
2 Operator \$17.00 days MCS/FS/TCS	\$17.00	\$26.98
SPB Service Position \$18.00 same as current Warehouse - MMO	\$18.00	\$27.32
3 Core Operator \$19.50 same as current Specialties - B76	\$19.50	\$27.32
2 Operator \$17.00 D Specialties - Specialties	\$17.00	\$29.11
7 Senior Operator \$28.11 same as current Utilities	\$29.11	\$29.11
2 Operator \$17.00 days B30	\$17.00	\$27.32
2 Operator \$17.00 same as current B85 - PKG	\$17.00	\$27.32
5A Lead Operator \$24.00 D B30 - PH	\$24.00	\$29.11
3A Core Operator \$20.50 same as current Specialties - B78	\$20.50	\$27.32
5A Lead Operator \$24.00 same as current Fluids - Coatings	\$24.00	\$29.11
5 Lead Operator \$22.00 same as current WWTP	\$22.00	\$27.32
2 Operator \$17.00 days WWTP	\$17.00	\$27.32
2 Operator \$17.00 days B30	\$17.00	\$28.14
3 Core Operator \$19.50 same as current Specialties - B78	\$19.50	\$27.32
3 Core Operator \$19.50 same as current Specialties - B71	\$19.50	\$27.32
7 Senior Operator \$28.11 same as current Utilities	\$29.11	\$29.11
5A Lead Operator \$24.00 C HCE	\$24.00	\$29.11
7 Senior Operator \$29.11 same as current MCS/FS/TCS	\$29.11	\$29.11
5A Lead Operator \$24.00 same as current Resins - MO	\$24.00	\$29.11
7 Senior Operator \$29.11 same as current Utilities	\$29.11	\$29.11
2 Operator \$17.00 same as current Specialties - Specialties	\$17.00	\$27.32
2 Operator \$17.00 B Specialties - Specialties	\$17.00	\$29.11
3 Core Operator \$18.50 same as current Resins - MO	\$18.50	\$27.32
2 Operator \$17.00 C HCE	\$17.00	\$27.32
Service Position \$18.00 same as current Maintenance - Plant San	\$18.00	\$27.32
2 Operator \$17.00 same as current B85 - PKG	\$17.00	\$27.32
5A Lead Operator \$24.00 same as current Resins - MO	\$24.00	\$29.11
2 Operator \$17.00 A B30	\$17.00	\$27.32
SPB Service Position \$18.00 same as current Warehouse - Drum	\$18.00	\$29.11
2 Operator \$17.00 days B30	\$17.00	\$27.32
5 Lead Operator \$22.00 same as current MeCl - Siloxane	\$22.00	\$27.32
2 Operator \$17.00 C HCE	\$17.00	\$27.32
5A Lead Operator \$24.00 same as current Specialties - B71	\$24.00	\$27.32
5A Lead Operator \$24.00 C B30 - PH	\$24.00	\$28.11
7 Senior Operator \$29.11 same as current MeCl - Siloxane	\$29.11	\$29.11
SPC Service Position \$20.00 days Fluids - SPC	\$20.00	\$28.11
5 Lead Operator \$22.00 same as current B85 - Mixing	\$22.00	\$28.11
C Service Position \$20.00 same as current Specialties - Specialties	\$20.00	\$29.11
3 Core Operator \$19.50 A Specialties - B78	\$18.50	\$27.32
2 Operator \$17.00 days WWTP	\$17.00	\$27.32
3 Core Operator \$19.50 B Specialties - B78	\$19.50	\$27.32
2 Operator \$17.00 C B85 - PKG	\$17.00	\$27.32
2 Operator \$17.00 A B30	\$17.00	\$27.32
SPC Service Position \$20.00 same as current HCE	\$20.00	\$29.11
5A Lead Operator \$24.00 same as current Specialties - B71	\$24.00	\$29.11
2 Operator \$17.00 same as current Resins - 24	\$17.00	\$27.32
2 Operator \$17.00 same as current Resins - 24	\$17.00	\$27.32
7 Senior Operator \$29.11 same as current Fluids - DMF	\$29.11	\$29.11
2 Operator \$17.00 same as current B85 - PKG	\$17.00	\$27.32
7 Senior Operator \$29.11 same as current MeCl - Siloxane	\$29.11	\$28.11
5A Lead Operator \$24.00 same as current Resins - 24	\$24.00	\$29.11
C Service Position \$20.00 same as current Specialties - Specialties	\$20.00	\$29.11
5A Lead Operator \$24.00 same as current Fluids - Spec	\$24.00	\$29.11
7 Senior Operator \$29.11 same as current WWTP	\$29.11	\$28.11
5 Lead Operator \$22.00 same as current WWTP	\$22.00	\$27.32
3 Core Operator \$19.50 A B30 - PH	\$19.50	\$29.11
5A Lead Operator \$24.00 same as current Specialties - B78	\$24.00	\$29.11
2 Operator \$17.00 same as current B85 - PKG	\$17.00	\$27.32
7 Senior Operator \$29.11 same as current WWTP	\$29.11	\$28.11

R 18	Silicone Operator Material Service B85	12/11/78	29.87	12/11/78	6457
R 19	Advanced Operator WWTP	08/27/84	24.15	11/09/87	1327
R 19	Advanced Operator B30 WP	02/02/73	35.73	07/15/86	2902
R 19	Advanced Operator B24	07/06/04	4.28	07/06/04	1883
R 18	Advanced Operator B85 Packaging	01/23/89	19.74	01/23/89	3359
R 21	Advanced Control Operator B71	04/14/86	22.52	04/14/86	6435
R 19	Material Movement Operator	10/26/92	15.98	06/09/97	1618
R 19	Advanced Operator B30 Polyhouse	06/30/70	38.32	06/13/88	5094
R 19	Advanced Operator B24	07/06/04	4.28	07/06/04	0170
R 19	Advanced Operator WWTP	05/24/71	37.42	08/17/87	0697
R 21	Advanced Control Operator B30 Mixing	02/12/79	29.70	02/12/79	7721
R 21	Advanced Control Operator B30 WP	04/29/75	33.49	04/29/75	7735
R 19	Advanced Operator B85 PK Forktruck	02/09/87	21.70	02/09/87	1097
R 21	Advanced Control Operator B37/41	07/24/78	30.25	07/24/78	3869
R 19	Advanced Operator B24	01/15/87	21.77	10/28/96	0613
R 18	Silicone Operator Material Service HCE	05/05/86	22.47	05/05/86	2438
R 19	Material Movement Operator	01/11/73	35.79	01/11/73	8997
R 19	Advanced Operator B76	04/05/70	38.56	05/03/99	7098
R 21	Warehouse Service Operator B80 Lead	04/12/71	37.54	04/12/71	9496
R 21	Advanced Control Operator Boilerhouse	04/23/73	35.51	04/23/73	5085
R 19	Warehouse Service Operator Pail Room	08/28/78	30.16	08/28/78	7541
R 19	Advanced Operator B85 Packaging	03/18/76	32.60	07/22/96	6048
R 21	Advanced Control Operator B30 Polyhouse	12/24/69	38.84	08/20/69	2425
R 19	Advanced Operator B77/78	12/12/78	29.87	03/18/87	1677
R 21	Advanced Control Operator B37/41	08/30/69	39.16	06/24/69	2404
R 19	Advanced Operator WWTP	05/07/73	35.47	05/07/73	2851
R 19	Warehouse Service Operator B80	11/02/74	33.98	03/12/74	7895
R 20	WFO Sample Room Operator	08/08/72	36.38	06/08/72	1933
R 19	Advanced Operator B77/78	03/02/87	21.64	03/02/87	9110
R 19	Advanced Operator B71	03/04/71	37.65	07/15/96	1690
R 21	Advanced Control Operator Boilerhouse	11/23/87	20.91	11/23/87	6553
R 21	Advanced Control Operator B42A Vertical	01/12/75	33.78	01/12/75	2444
R 21	Advanced Control Operator MCS	01/26/75	33.75	01/26/75	9527
R 21	Advanced Control Operator B24	08/31/81	27.15	08/31/81	1004
R 21	Advanced Control Operator Boilerhouse	07/09/90	18.28	07/09/90	9203
R 19	Advanced Operator B77/78	11/12/90	17.94	11/12/90	5005
R 21	Advanced MSCO B71	10/09/73	35.04	09/17/73	4716
R 19	Advanced Operator B24	06/09/86	22.37	06/09/86	8011
R 19	Advanced Operator B42A Vertical	11/09/98	9.94	11/09/98	0935
R 19	Plant Services Operator Leader	03/13/72	36.62	03/13/72	5596
R 19	Advanced Operator B85 Packaging	03/06/78	30.64	03/06/78	8875
R 21	Advanced Control Operator B24	02/19/74	34.68	02/10/84	0680
R 19	Advanced Operator B30 Packaging	03/31/77	31.57	03/31/77	7863
R 21	Warehouse Service Operator Drum Lead	05/11/71	37.46	03/18/74	2053
R 18	Warehouse Service Operator B43 Lead	07/10/72	36.28	07/10/72	9852
R 19	Advanced Operator B35/27	07/16/94	14.26	07/16/94	3078
R 19	Advanced Operator B30 Dough mixer	10/10/83	25.04	10/10/83	6487
R 19	Advanced Operator B71	05/28/75	33.41	09/23/74	4035
R 21	Advanced Control Operator B30 Polyhouse	10/11/76	32.04	10/11/76	2134
R 21	Advanced Control Operator B35/27	10/20/78	30.01	10/20/78	3339
R 21	Advanced MSCO B37/41	06/01/78	30.40	06/01/78	8277
R 21	Advanced Control Operator B85 WWTP	08/27/81	27.32	01/27/81	0261
R 21	Advanced MSCO B77/78	04/11/73	35.54	04/11/73	7684
R 19	Advanced Operator B77/78	09/26/88	20.07	09/26/88	4624
R 19	Warehouse Service Operator B80	08/12/72	36.20	05/16/88	7090
R 19	Warehouse Service Operator B43	04/24/73	35.50	10/12/87	0236
R 18	Advanced Operator B85 Packaging	05/23/73	35.42	07/31/95	7591
R 19	Advanced Operator Utility B30	10/09/69	39.05	07/03/69	8222
R 21	Advanced MSCO HCE	04/11/73	35.54	04/11/73	9744
R 21	Advanced Control Operator B71	12/18/72	35.85	12/18/72	1952
R 18	Advanced Operator B24	11/11/02	5.93	11/11/02	9284
R 19	Advanced Operator B24	10/17/94	14.01	10/17/94	8955
R 21	Advanced Control Operator B37/41	12/14/74	33.86	08/15/74	8667
R 19	Advanced Operator B85 Packaging	02/01/93	15.72	02/01/93	1601
R 21	Advanced Control Operator B35/27	07/01/75	33.32	07/02/76	9061
R 21	Advanced Control Operator B24	09/24/81	27.08	09/24/81	9478
R 21	Advanced MSCO B76	05/04/71	37.48	05/04/71	8972
R 21	Advanced Control Operator B37/41	08/17/71	37.19	03/08/73	2241
R 21	Advanced Control Operator WWTP	11/25/74	33.92	03/28/74	2175
R 19	Advanced Operator WWTP	09/05/78	30.13	09/05/78	8886
R 21	Advanced Control Operator B30 Polyhouse	10/22/90	18.00	10/22/90	9747
R 21	Advanced Control Operator B77/78	01/30/76	32.73	01/30/76	7712
R 19	Advanced Operator B85 Packaging	02/03/86	22.72	02/03/86	7070
R 21	Advanced Control Operator WWTP	11/09/72	35.96	11/09/72	9092

5A Lead Operator \$24.00 same as current MeCl - MeCl	\$24.00	\$27.32	R 19	Advanced Operator B35/27	02/02/87	21.72	02/02/87	9558
5A Lead Operator \$24.00 B B30 - WP	\$24.00	\$29.11	R 21	Advanced Control Operator B30 WP	06/13/88	20.36	06/13/88	8013
Service Position \$14.00 same as current Maintenance - Plant Ser	\$14.00	\$25.98	R 17	Plant Services Operator	05/01/72	36.48	09/24/84	6321
3 Core Operator \$19.50 A B30 - PH	\$19.50	\$27.32	R 19	Advanced Operator B30 Pol-house	01/20/86	22.75	01/20/86	2326
2 Operator \$17.00 A HCE	\$17.00	\$27.32	R 19	Advanced Operator B42A Vertical	06/18/94	14.34	06/18/94	0461
5A Lead Operator \$24.00 same as current Fluids - Sec	\$24.00	\$29.11	R 21	Advanced Control Operator B37/41	03/01/71	37.85	03/01/71	2405
5 Lead Operator \$22.00 same as current B85 - Mixing	\$22.00	\$29.11	R 21	Advanced Control Operator B85 WP/TF	03/12/84	24.61	03/12/84	8828
7 Senior Operator \$29.11 same as current MeCl - Siloxane	\$29.11	\$29.11	R 21	Advanced Control Operator B35/27	08/28/72	36.16	10/12/87	0915
7 Senior Operator \$29.11 same as current MCS/FS/TCS	\$29.11	\$29.11	R 21	Advanced Control Operator MCS	07/06/04	4.28	07/06/04	9253
5A Lead Operator \$24.00 same as current Resins - T&B	\$24.00	\$29.11	R 21	Advanced Control Operator B24	04/12/78	32.53	04/12/78	8793
7 Senior Operator \$29.11 same as current MeCl - Siloxane	\$29.11	\$29.11	R 21	Advanced Control Operator B35/27	09/26/88	20.07	09/26/88	7082
5A Lead Operator \$24.00 same as current Fluids - Emul	\$24.00	\$29.11	R 21	Advanced Control Operator B37/41	10/09/70	38.05	10/09/70	7738
2 Operator \$17.00 B HCE	\$17.00	\$27.32	R 19	Advanced Operator B42A Vertical	07/16/94	14.26	07/16/94	0147
5 Lead Operator \$22.00 same as current MeCl - Siloxane	\$22.00	\$27.32	R 19	Advanced Operator B35/27	05/26/71	37.42	11/24/88	0576
2 Operator \$17.00 same as current B85 - PKG	\$17.00	\$27.32	R 19	Advanced Operator B85 Packaging	10/15/90	18.02	10/15/90	7315
2 Operator \$17.00 days MCS/FS/TCS	\$17.00	\$27.32	R 19	Warehouse Service Operator B80	02/02/87	21.72	02/02/87	8223
2 Operator \$17.00 B HCE	\$17.00	\$27.32	R 19	Advanced Operator B42A Vertical	04/28/69	39.50	04/06/87	3268
5 Lead Operator \$22.00 same as current B85 - Mixing	\$22.00	\$29.11	R 21	Advanced Control Operator B85 WP/TF	09/20/73	35.10	09/20/73	3950
7 Senior Operator \$29.11 same as current Utilities	\$29.11	\$29.11	R 21	Advanced Control Operator Boilerhouse	10/27/69	39.00	04/26/74	7248
2 Operator \$17.00 B B30	\$17.00	\$27.32	R 19	Advanced Operator B30 Packaging	08/10/81	27.20	08/10/81	9288
3 Core Operator \$19.50 same as current Resins - 24	\$19.50	\$27.32	R 19	Advanced Operator B24	10/29/90	17.98	10/29/90	7026
2 Operator \$17.00 retiring HCE	\$17.00	\$27.32	R 19	Advanced Operator B30 Dough mixer	07/16/94	14.28	07/16/94	4981
SPC Service Position \$20.00 days Fluids - SPC	\$20.00	\$29.11	R 21	Advanced MSCO B37/41	08/17/81	27.18	08/17/81	4911
3 Core Operator \$19.50 same as current Fluids - Coatings	\$19.50	\$27.32	R 19	Advanced Operator B37/41	10/10/83	25.04	10/10/83	4875
3 Core Operator \$19.50 same as current Fluids - Coatings	\$19.50	\$27.32	R 19	Advanced Operator B37/41	05/02/77	31.48	06/03/94	9692
5A Lead Operator \$24.00 same as current Fluids - Emul	\$24.00	\$29.11	R 21	Advanced Control Operator B37/41	11/08/76	31.96	11/08/76	6673
5A Lead Operator \$24.00 same as current Resins - MO	\$24.00	\$29.11	R 21	Advanced Control Operator B24	08/14/72	36.20	08/14/72	1869
5A Lead Operator \$24.00 same as current Specialties - B76	\$24.00	\$27.32	R 19	Advanced Operator B76	01/03/73	35.81	10/26/87	3475
7 Senior Operator \$29.11 same as current Utilities	\$29.11	\$29.11	R 21	Advanced Control Operator Boilerhouse	09/17/73	35.10	09/17/73	5284
2 Operator \$17.00 O B30	\$17.00	\$27.32	R 19	Advanced Operator B30 Packaging	03/15/77	31.61	03/15/77	5749
2 Operator \$17.00 A HCE	\$17.00	\$27.32	R 19	Advanced Operator B42A Vertical				
3 Core Operator \$19.50 same as current B85 - Mixing	\$19.50	\$27.32	R 19	Advanced Operator B85 WP/TF				
3 Core Operator \$19.50 same as current Specialties - B71	\$19.50	\$25.98	R 17	Advanced Operator B71 Production				
3A Core Operator \$20.50 C B30 - Mixing	\$20.50	\$27.32	R 19	Advanced Operator B30 Mixing				
5 Lead Operator \$22.00 same as current WWTP	\$22.00	\$27.32	R 19	Advanced Operator WWTP				
7 Senior Operator \$29.11 same as current WWTP	\$29.11	\$29.11	R 21	Advanced Control Operator WWTP				
7 Senior Operator \$29.11 same as current WWTP	\$29.11	\$28.14	R 20	Advanced Control Operator WWTP				

These people are not included in the above list.

\$29.11

Does the above list include all others affected?  
Even those currently out for disability, etc.?

R 22	Control Operator Leader	05/29/90	18.40	05/29/90	1181	04/29/61
R 21	Advanced Control Operator MCS	11/02/81	26.97	11/02/81	9227	04/08/49
R 19	Advanced Operator MCS-FS-TCS	09/10/90	18.11	09/10/90	1542	10/20/64
R 19	Advanced Operator MCS-FS-TCS	06/04/94	14.38	06/04/94	1991	11/27/64

The total for 1 hour's former Pay for all 480 people  
\$13,326.36  
x 2,080 =  
\$27,718,828.80  
x 1.34 (134%) =

The total for 1 hour's New Pay for all 480 people  
\$9928  
x 2,080 =  
\$20,650,240  
x 1.34 (134%) =  
\$27,671,321.60

\$13,326.36 - \$9928 = \$3,398.36

\$27,718,828.80 - \$20,650,240 = 7,068,588.80

7,068,588.80 x 1.34 (134%) = \$9,471,908.99



Scanning -  
N. K. M. K. K.

Mr	Advanced Operator B37/41	Production Operator	R-19	\$27.32	Fluids	Fluids	Fluids	DMF		5	Lead Operator	\$22.00	same as current	Fluids - DMF
Mr	Advanced Operator B77/78	Production Operator	R-19	\$27.32	Specialties	B78	Specialties	B78	SA	Lead Operator	\$24.00	C	Specialties - B78	
Mr	Advanced Control Operator WWTP	Production Operator	R-21	\$29.11	WWTP	WT	WWTP	WT		7	Senior Operator	\$29.11	same as current	WWTP
Mr	Advanced Operator B37/41	Production Operator	R-19	\$27.32	Fluids	Fluids	Fluids	DMF		5	Lead Operator	\$22.00	same as current	Fluids - DMF
Mr	Advanced Control Operator Boilerhouse	Production Operator	R-21	\$29.11	Utilities	Utilities	Utilities	Utilities		7	Senior Operator	\$29.11	same as current	Utilities
Mr	Advanced Operator B42A Vertical	Production Operator	R-19	\$27.32	HCE	HCE	HCE	HCE		2	Operator	\$17.00	B	HCE
Mr	Advanced MSCO B37/41	Production Operator	R-21	\$29.11	HCE	MSCO	Fluids	Fluids		2	Operator	\$17.00	days	Fluids
Mr	Advanced Operator B85 Packaging	Production Operator	R-19	\$27.32	B85	PKG	B85	PKG	SA	Lead Operator	\$24.00	same as current	B85 - PKG	
Mr	Advanced Operator B85 Packaging	Production Operator	R-19	\$27.32	B85	PKO	B85	PKG		3	Core Operator	\$19.50	same as current	B85 - PKG
Mr	Advanced Control Operator B37/41	Production Operator	R-21	\$29.11	Fluids	Fluids	Fluids	DMF		7	Senior Operator	\$29.11	same as current	Fluids - DMF
Mr	Advanced Operator B85 Packaging	Production Operator	R-19	\$27.32	B85	PKO	B85	PKG	3A	Core Operator	\$20.50	same as current	B85 - PKG	
Mr	Advanced Control Operator WWTP	Production Operator	R-19	\$27.32	WWTP	WT	WWTP	WT		5	Lead Operator	\$22.00	same as current	WWTP
Mr	Advanced Control Operator MCS	Production Operator	R-21	\$29.11	MCS/FS/TCS	MCS 2/Dist	MCS/FS/TCS	MCS 2/Dist		7	Senior Operator	\$29.11	same as current	MCS/FS/TCS
Mr	Advanced Operator Utility B30	Production Operator	R-19	\$27.32	B30	Mixing	B30	B30		2	Operator	\$17.00	A	B30
Mr	Advanced MSCO B37/41	Production Operator	R-21	\$29.11	Fluids	Fluids	Fluids	Fluids		2	Operator	\$17.00	days	Fluids
Mr	Material Movement Operator	Logistics Operator	R-19	\$27.32	Warehouse	MMO	Warehouse	MMO	SPB	Service Position	\$18.00	same as current	Warehouse - MMO	
Mr	Advanced Operator B37/41	Production Operator	R-19	\$27.32	Fluids	Fluids	Fluids	Fluids		2	Operator	\$17.00	same as current	Fluids
Mr	Advanced Operator B77/78	Production Operator	R-19	\$27.32	Specialties	B78	Specialties	B78		3	Core Operator	\$19.50	same as current	Specialties - B78
Mr	Advanced Operator B77/78	Production Operator	R-19	\$27.32	Specialties	B78	Specialties	B78	3A	Core Operator	\$20.50	same as current	Specialties - B78	
Mr	Advanced Operator MCS-FS-TCS	Production Operator	R-19	\$27.32	MCS/FS/TCS	MCS 3/4	MCS/FS/TCS	MCS 3/4		5	Lead Operator	\$22.00	same as current	MCS/FS/TCS
Mr	Advanced Operator B35/27	Production Operator	R-19	\$27.32	MeCl	MeCl	MeCl	MeCl		5	Lead Operator	\$22.00	same as current	MeCl - MeCl
Mr	Advanced Control Operator MCS	Production Operator	R-21	\$29.11	MCS/FS/TCS	FS/TCS	MCS/FS/TCS	FS/TCS		7	Senior Operator	\$29.11	same as current	MCS/FS/TCS
Mr	Advanced Operator B37/41	Production Operator	R-19	\$27.32	Fluids	Fluids	Fluids	DMF		5	Lead Operator	\$22.00	same as current	Fluids - DMF
Mr	Advanced Operator B35/27	Production Operator	R-19	\$27.32	MeCl	MeCl	MeCl	MeCl		5	Lead Operator	\$22.00	same as current	MeCl - MeCl
Mr	Advanced Operator B30 Mixing	Production Operator	R-19	\$27.32	B30	WP	B30	WP		3	Core Operator	\$19.50	O	B30 - WP
Mr	Material Movement Operator	Logistics Operator	R-19	\$27.32	Warehouse	MMO	Warehouse	MMO	6PB	Service Position	\$18.00	same as current	Warehouse - MMO	
Mr	Advanced Operator B37/41	Production Operator	R-19	\$27.32	Fluids	Fluids	Fluids	Emul		3	Core Operator	\$19.50	same as current	Fluids - Emul
Mr	Advanced Control Operator B42A Vertical	Production Operator	R-21	\$29.11	HCE	HCE	HCE	HCE		3	Core Operator	\$19.50	A	HCE
Mr	Advanced Control Operator B85 WP/TF	Production Operator	R-21	\$29.11	B85	WP	B85	Mixing		5	Lead Operator	\$22.00	same as current	B85 - Mixing
Mr	Advanced Operator B77/78	Production Operator	R-19	\$27.32	Specialties	B78	Specialties	B78	3A	Core Operator	\$20.50	same as current	Specialties - B78	
Mr	Advanced Operator B77/78	Production Operator	R-19	\$27.32	Specialties	B78	Specialties	B78		3	Core Operator	\$19.50	same as current	Specialties - B78
Mr	Advanced Operator B85 Pkg Forktruck	Production Operator	R-19	\$27.32	B85	PKO	B85	PKG		2	Operator	\$17.00	days	B85 - PKG
Mr	WSO Sample Room Operator	Logistics Operator	R-20	\$28.14	Warehouse	Affected	B30	B30	SA	Lead Operator	\$17.00	days	B30	
Mr	Advanced Control Operator B24	Production Operator	R-21	\$29.11	Resins	MO	Resins	MO	SA	Lead Operator	\$24.00	same as current	Resins - MO	
Mr	Advanced Control Operator B24	Production Operator	R-21	\$29.11	Resins	T&B	Resins	T&B	SA	Lead Operator	\$24.00	A	Resins - T&B	
Mr	Advanced Control Operator B30 Mixing	Production Operator	R-21	\$29.11	B30	Mixing	B30	Mixing	SA	Lead Operator	\$24.00	A	B30 - Mixing	
Mr	Advanced Operator B37/41	Production Operator	R-19	\$27.32	Fluids	Fluids	Fluids	Spec		3	Core Operator	\$19.50	same as current	Fluids - Spec
Mr	Warehouse Service Operator B80 Leader	Logistics Operator	R-21	\$29.11	Warehouse	Affected	Specialties	Specialties		2	Operator	\$17.00	O	Specialties - Specialties
Mr	Advanced Operator B42A Vertical	Production Operator	R-19	\$27.32	HCE	HCE	HCE	HCE		3	Core Operator	\$19.50	C	HCE
Mr	Advanced Operator B42A Vertical	Production Operator	R-19	\$27.32	HCE	HCE	HCE	HCE		2	Operator	\$17.00	B	HCE
Mr	Advanced Operator B37/41	Production Operator	R-19	\$27.32	Fluids	Fluids	Fluids	DMF		5	Lead Operator	\$22.00	same as current	Fluids - DMF
Mr	Advanced Operator B30 Doughmixer	Production Operator	R-19	\$27.32	HCE	HCE	HCE	HCE		2	Operator	\$17.00	C	HCE
Mr	Advanced Control Operator B24	Production Operator	R-21	\$29.11	Resins	T&B	Resins	T&B	SA	Lead Operator	\$24.00	same as current	Resins - T&B	
Mr	Advanced Operator B35/27	Production Operator	R-19	\$27.32	MeCl	Siloxane	MeCl	Siloxane		5	Lead Operator	\$22.00	same as current	MeCl - Siloxane
Mr	Advanced Control Operator B35/27	Production Operator	R-21	\$29.11	MeCl	MeCl	MeCl	MeCl		7	Senior Operator	\$29.11	same as current	MeCl - MeCl
Mr	Advanced Operator B37/41	Production Operator	R-19	\$27.32	Fluids	Fluids	Fluids	Spec		3	Core Operator	\$19.50	same as current	Fluids - Spec
Mr	Advanced Operator B77/78	Production Operator	R-19	\$27.32	Specialties	B78	Specialties	Specialties		2	Operator	\$17.00	same as current	Specialties - Specialties
Mr	Advanced Operator B30 Packaging	Production Operator	R-19	\$27.32	B30	Mixing	B30	B30		2	Operator	\$17.00	B	B30
Mr	Advanced Control Operator B37/41	Production Operator	R-21	\$29.11	Fluids	Fluids	Fluids	Emul	SA	Lead Operator	\$24.00	same as current	Fluids - Emul	
Mr	Advanced Operator B24	Production Operator	R-19	\$27.32	Resins	24	Resins	24		2	Operator	\$17.00	same as current	Resins - 24
Mr	Advanced Operator B30 Polyhouse	Production Operator	R-19	\$27.32	B30	PH	B30	PH		3	Core Operator	\$19.50	A	B30 - PH
Mr	Advanced Operator B85 Pkg Forktruck	Production Operator	R-19	\$27.32	B85	PKO	B85	PKG		3	Core Operator	\$19.50	same as current	B85 - PKG
Mr	WSO Sample Room Operator	Logistics Operator	R-20	\$28.14	Warehouse	Affected	Fluids	Fluids		2	Operator	\$17.00	days	Fluids
Mr	Advanced Operator B24	Production Operator	R-19	\$27.32	Resins	24	Resins	24		3	Core Operator	\$19.50	same as current	Resins - 24
Mr	Advanced Control Operator B37/41	Production Operator	R-21	\$29.11	Fluids	Fluids	Fluids	Emul	SA	Lead Operator	\$24.00	same as current	Fluids - Emul	
Mr	Advanced Operator B35/27	Production Operator	R-19	\$27.32	MeCl	MeCl	MeCl	MeCl		5	Lead Operator	\$22.00	same as current	MeCl - MeCl
Mr	Advanced Operator B24	Production Operator	R-19	\$27.32	Resins	24	Resins	24		3	Core Operator	\$19.50	same as current	Resins - 24
Mr	Advanced Operator B37/41	Production Operator	R-19	\$27.32	Fluids	Fluids	Fluids	DMF		5	Lead Operator	\$22.00	same as current	Fluids - DMF
Mr	Advanced Control Operator B30 Mixing	Production Operator	R-21	\$29.11	B30	Mixing	B30	Mixing	SA	Lead Operator	\$24.00	C	B30 - Mixing	
Mr	Warehouse Service Operator B80	Logistics Operator	R-19	\$27.32	Warehouse	Affected	Fluids	Fluids		2	Operator	\$17.00	days	Fluids
Mr	Material Movement Operator	Logistics Operator	R-19	\$27.32	Warehouse	MMO	Warehouse	MMO	SPB	Service Position	\$18.00	same as current	Warehouse - MMO	
Mr	Advanced Control Operator Boilerhouse	Production Operator	R-21	\$29.11	Utilities	Utilities	Utilities	Utilities		7	Senior Operator	\$29.11	same as current	Utilities
Mr	Warehouse Service Operator B43 Leader	Logistics Operator	R-19	\$27.32	Warehouse	Affected	B30	B30		2	Operator	\$17.00	days	B30
Mr	Advanced Control Operator MCS	Production Operator	R-19	\$27.32	MCS/FS/TCS	MCS 2/Dist	MCS/FS/TCS	MCS 3/4		7	Senior Operator	\$29.11	same as current	MCS/FS/TCS
Mr	Advanced Operator B78	Production Operator	R-19	\$27.32	Specialties	B78	Specialties	B78	SA	Lead Operator	\$24.00	same as current	Specialties - B78	
Mr	Advanced Operator B85 Packaging	Production Operator	R-19	\$27.32	B85	PKG	B85	PKG		2	Operator	\$17.00	same as current	B85 - PKG
Mr	Advanced Control Operator B37/41	Production Operator	R-21	\$29.11	Fluids	Fluids	Fluids	Emul	SA	Lead Operator	\$24.00	same as current	Fluids - Emul	
Mr	Control Operator Leader	Production Operator	R-22	\$29.41	MCS/FS/TCS	MCS 2/Dist	MCS/FS/TCS	MCS 2/Dist		7	Senior Operator	\$29.11	same as current	MCS/FS/TCS
Mr	Advanced Operator MCS-FS-TCS	Production Operator	R-19	\$27.32	MCS/FS/TCS	FS/TCS	MCS/FS/TCS	FS/TCS		5	Lead Operator	\$22.00	same as current	MCS/FS/TCS
Mr	Advanced Operator MCS-FS-TCS	Production Operator	R-19	\$27.32	MCS/FS/TCS	MCS 2/Dist	MCS/FS/TCS	MCS 2/Dist		5	Lead Operator	\$22.00	same as current	MCS/FS/TCS